

Message Text

LIMITED OFFICIAL USE

PAGE 01 USUN N 05258 210336Z

64

ACTION IO-10

INFO OCT-01 ISO-00 AF-04 ARA-06 EA-06 EUR-12 NEA-06 RSC-01

CIAE-00 DODE-00 PM-03 H-01 INR-05 L-02 NSAE-00 NSC-05

PA-01 PRS-01 SP-02 SS-15 USIA-06 /087 W

----- 051990

R 210141Z NOV 74

FM USMISSION USUN NY

TO SECSTATE WASHDC 7688

LIMITED OFFICIAL USE USUN 5258

E.O. 11652: N/A

TAGS: AORG, APER, UN

SUBJ: FIFTH COMMITTEE - PERSONNEL - COMPOSITION OF SECRETARIAT

REF: STATE 230688

1. MAJOR POLICY STATEMENT ON PERSONNEL QUESTIONS DELIVERED NOVEMBER 19 BY USDEL (CARMICHAEL). HE REVIEWED SYG REPORT ON COMPOSITION OF SECRETARIAT (A/9724) AND SUGGESTED THAT COMMITTEE DEFER CONSIDERATION OF REPORT UNTIL 30TH SESSION OF GENERAL ASSEMBLY. IN MEANWHILE, CARMICHAEL RECOMMENDED THAT PARAGRAPHS 6 THROUGH 29 OF A/9120 OF SEPTEMBER 22, 1973 CONTINUE TO BE GUIDELINES THIS SUBJECT.

2. WE DOUBT THAT WE WILL HAVE MUCH SUCCESS IN EFFORT TO SEEK POSTPONEMENT. SOVIETS WOULD LIKE TO DEFER ENTIRE PERSONNEL ITEM EXCEPT FOR QUESTION OF COMPOSITION OF SECRETARIAT. WE OPPOSE THIS IN VIEW OF NEED OF SYG FOR GUIDANCE BY UNGA ON MAJOR PERSONNEL QUESTIONS. ON ASSUMPTION THAT COMPOSITION OF SECRETARIAT QUESTION CANNOT BE DEFERRED, WE, IN COOPERATION WITH UKDEL, HAVE PULLED TOGETHER INFORMAL GROUP TO DISCUSS POSSIBLE DRAFT DECISION ON THIS SUBJECT. TEXT LARGELY DRAFTED BY USUN WHICH WE ARE NOW INFORMALLY CIRCULATING WITHIN COMMITTEE FOLLOWS.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 USUN N 05258 210336Z

DRAFT DECISION COMPOSITION OF THE SECRETARIAT

THE FIFTH COMMITTEE, IN TAKING NOTE OF THE REPORTS OF SECRETARY GENERAL IN DOCUMENTS A/9724 OF SEPTEMBER 27, 1974 AND A/9120 OF SEPTEMBER 21, 1973, RECALLS THE BASIC PRINCIPLES GOVERNING THE RECRUITMENT POLICY OF THE UNITED NATIONS AS STATED IN ARTICLE 101 (3). THE COMMITTEE CONTINUES TO HOLD TO THE VIEW AS EXPRESSED IN GENERAL ASSEMBLY RESOLUTION 1852 (XVII) WHICH RECOGNIZES THAT THE PRINCIPLE OF AN EQUITABLE GEOGRAPHICAL DISTRIBUTION IN THE COMPOSITION OF THE SECRETARIAT HARMONIZES WITH THE PARAMOUNT CONSIDERATIONS IN THE EMPLOYMENT OF STAFF; NAMELY, THE NECESSITY OF SECURING THE HIGHEST STANDARDS OF EFFICIENCY, COMPETENCE AND INTEGRITY AS CONTAINED IN ARTICLE 101, PARAGRAPH 3, OF THE CHARTER. THE COMMITTEE BELIEVES IT ESSENTIAL TO EMPHASIZE THAT THE USE OF THE SYSTEM OF NATIONAL AND REGIONAL DESIRABLE RANGES OF POSTS AS APPLIED TO GAUGE EQUITABLE GEOGRAPHICAL DISTRIBUTION OF THE PROFESSIONAL AND HIGHER LEVEL STAFF SHOULD BE A FLEXIBLE TOOL OF MANAGEMENT. MATHEMATICAL INDICATIONS CANNOT BE A SUBSTITUTE FOR THE EXERCISE OF JUDGEMENT IN THE SELECTION AND MANAGEMENT OF STAFF. THE COMMITTEE APPROVES THE SUGGESTIONS OF THE SECRETARY GENERAL CONTAINED IN HIS REPORTS A/9724 AND A/9120 BUT BELIEVES THESE PROPOSALS SHOULD BE APPLIED WITH MAXIMUM FLEXIBILITY. WITH THIS IN VIEW, THE COMMITTEE CONSIDERS THAT THE DESIRABLE RANGE OF POSTS FOR EACH MEMBER STATE SHOULD BE 25PERCENT RATHER THAN 10PERCENT AS NOW PROPOSED BY THE SECRETARY GENERAL. BEGIN BRACKETS THE COMMITTEE ALSO REQUESTS THE SECRETARY GENERAL TO EXAMINE THE FEASIBILITY OF INCLUDING ALL PROFESSIONAL STAFF OF THE SECRETARIAT UNDER THE NUMBER OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND, IN CONNECTION WITH THE EFFORT TO ENSURE AN EQUITABLE GEORGAPHICAL DISTRIBUTION, REPORT ON WHAT THE EFFECTS WOULD BE TO THE 30TH SESSION OF THE GENERAL ASSEMBLY. END BRACKETS

THE RECRUITMENT POLICIES OF THE UNITED NATIONS, AS IMPLEMENTED BY THE SECRETARY GENERAL, SHOULD BE GOVERNED, INTER ALIA BY THE FOLLOWING CONSIDERATIONS:

A. NO POST IN THE SECRETARIAT SHOULD BE CONSIDERED AS THE EXCLUSIVE PRESERVE OF ANY INDIVIDUAL MEMBER STATE; LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 USUN N 05258 210336Z

B. THE ROLE OF MEMBER STATES IN THE RECRUITMENT PROCESS IS TO PROVIDE POSSIBLE CANDIDATES FOR SECRETARIAT VACANCIES WHO ARE FULLY QUALIFIED FOR A PARTICULAR POST;

C. THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL DISTRIBUTION SHOULD BE APPLIED WITHIN THE SECRETARIAT AS A WHOLE AND NOT TO INDIVIDUAL DEPARTMENTS, DIVISIONS AND UNITS. WHILE CONVINCED THAT KNOWLEDGE OF A SECOND LANGUAGE, AS DEFINED IN RESOLUTION 2480B (XXIII), SHOULD NORMALLY BE

REQUIRED AS A CONDITION FOR THE PROMOTION OF STAFF MEMBERS
AT LEVELS P-1 TO D-2, THE COMMITTEE BELIEVES THAT
EXPERIENCE HAS SHOWN THAT SUCH A REQUIREMENT IS DIFFICULT
TO APPLY WITH RIGIDITY. ACCORDINGLY, THE COMMITTEE
FAVORS A FLEXIBLE APPLICATION OF THIS CONDITION FOR PROMOTION
OF STAFF MEMBERS.

3. DEPARTMENTS COMMENTS WOULD BE APPRECIATED.
SCALI

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 21 NOV 1974
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: CollinP0
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1974USUNN05258
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D740336-0753
From: USUN NEW YORK
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1974/newtext/t19741122/aaaaasiw.tel
Line Count: 124
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION IO
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators:
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: STATE 230688
Review Action: RELEASED, APPROVED
Review Authority: CollinP0
Review Comment: n/a
Review Content Flags:
Review Date: 03 JUL 2002
Review Event:
Review Exemptions: n/a
Review History: RELEASED <03 JUL 2002 by boyleja>; APPROVED <21 MAR 2003 by CollinP0>
Review Markings:

Declassified/Released
US Department of State
EO Systematic Review
30 JUN 2005

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: FIFTH COMMITTEE - PERSONNEL - COMPOSITION OF SECRETARIAT
TAGS: AORG, APER, UN
To: STATE
Type: TE
Markings: Declassified/Released US Department of State EO Systematic Review 30 JUN 2005